

St Helena School
Person Specification
Assistant Headteacher

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none"> Qualified Teacher status in the UK 	✓	
<ul style="list-style-type: none"> A graduate with Qualified Teacher Status 	✓	
<ul style="list-style-type: none"> Working towards a higher qualification in education and / or leadership such as NPQ. 		✓
<ul style="list-style-type: none"> Experience of working in a wider context than an individual school 		✓
Leadership and Management	Essential	Desirable
<ul style="list-style-type: none"> An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals 	✓	
<ul style="list-style-type: none"> Ability to provide clear direction and shared purpose for staff and students. 	✓	
<ul style="list-style-type: none"> Understanding of the requirements and expectations of the ofsted framework. 	✓	
<ul style="list-style-type: none"> Ability to develop and sustain good relationships with staff, parents and governors. 	✓	
<ul style="list-style-type: none"> Ability to create a culture and ethos of challenge and support where all students can achieve success and become engaged in their own learning. 	✓	
Monitoring and evaluation	Essential	Desirable
<ul style="list-style-type: none"> Ability to engage stakeholders in rigorous self-evaluation for school improvement. 	✓	
<ul style="list-style-type: none"> Ability to analyse and use data to inform improvement strategies to ensure improved outcomes for students. 	✓	
<ul style="list-style-type: none"> An understanding of the potential use of new and emerging technologies to enhance learning and as a management tool. 	✓	
Professional Knowledge and understanding	Essential	Desirable
<ul style="list-style-type: none"> Excellent classroom practitioner 	✓	
<ul style="list-style-type: none"> Clear understanding and knowledge of what constitutes outstanding classroom practice. 	✓	
<ul style="list-style-type: none"> Experience of leading change and innovation in an educational context. 	✓	
<ul style="list-style-type: none"> Evidence of keeping up to date with educational thinking and knowledge and relevant current legislation. 	✓	
<ul style="list-style-type: none"> Knowledge and understanding of the principles and practise of school self-evaluation. 		✓
<ul style="list-style-type: none"> Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis. 		

Personal	Essential	Desirable
<ul style="list-style-type: none"> • Self-awareness, perceptiveness and being empathetic to the needs of all stakeholders. 	✓	
<ul style="list-style-type: none"> • The ability to act with integrity. 	✓	
<ul style="list-style-type: none"> • Flexibility in adapting to changing situations. 	✓	
<ul style="list-style-type: none"> • High expectations of self and others 	✓	
<ul style="list-style-type: none"> • The ability to use the full range of leadership skills and qualities, appropriate to the situation. 	✓	
<ul style="list-style-type: none"> • An enthusiastic and motivational leader with strong morale building skills. 	✓	
<ul style="list-style-type: none"> • The ability to prioritise, plan and organise self and others. 	✓	
<ul style="list-style-type: none"> • The ability to think creatively to anticipate and solve problems. 	✓	
<ul style="list-style-type: none"> • Excellent written and oral communication skills for a variety of audiences. 	✓	
<ul style="list-style-type: none"> • An ability to foster an open, equitable culture and manage conflict. 	✓	